

Introduction

The Office of Research in Women's Health, Office of the Director, National Institutes of Health, in conjunction with the National Institute of Environmental Health Sciences and The American Society for Cell Biology, convened "AXXS '99" on December 9–10, 1999, as a satellite meeting to The American Society for Cell Biology Annual Meeting at the Washington Convention Center in Washington, D.C. The purpose of the workshop was to explore the roles of scientific societies in advancing science by building the careers of all women in science, from the predoctoral stage to the senior scientist level. Some 140 participants representing more than 50 scientific societies, organizations, and government agencies gathered to

- develop action items that societies can consider for their membership
- contribute to an annotated bibliography of the career resources that can be made available as a national resource on the Internet
- exchange information with other workshop participants on the strengths and weaknesses of existing and planned societal programs and resources for their female membership.

There were five action-planning tracks for the 1 1/2-day workshop. Each track focused on the roles of societies related to one of five issues, as described on the following pages.

Issue 1

Mentoring and networking to promote the contributions of women scientists

- What methods can scientific societies employ to provide mentoring for women scientists throughout the stages of their careers?
- In what specific ways can scientific societies use existing programs and mechanisms to increase opportunities for mentoring women in science?
- How can societies and individuals use networking to help women transition from early to mid-level science careers?

- Issue 2** Career development for women scientists at the mid and senior levels
- How can scientific societies capitalize on their experienced, high-profile women leaders, while enhancing the participation of increasing numbers of women in visible leadership and decision-making positions (e.g., on editorial boards, on study sections, and as committee chairs and speakers)?
 - What can scientific societies do to help senior women scientists seek and accept recognition, without making them “uncomfortable” or appear overly “self promoting”?
 - In what concrete ways can scientific societies track and exchange information about women in critical positions (e.g., through editorial boards, review committees, invited chairs and lectures, awards, career progression)?
- Issue 3** Representation of women in scientific societies
- What can scientific societies do to recruit, retain, and advance women scientists across diverse scientific organizations and industries?
 - What practical actions can scientific societies take to optimize the advances, fill in the gaps, and take advantage of opportunities in meeting the career needs of women scientists?
 - How can scientific societies make sure that their programs accurately reflect the demographics of all their constituents?
- Issue 4** Sharing model systems that work
- What can scientific societies do to provide access to proven strategies and resources for assisting women scientists in advancing in their careers, especially related to enhanced self-images and projected images?
 - What actions can scientific societies undertake to successfully address gender inequity issues affecting their constituents?
 - What model systems can societies develop and replicate to recruit, retain, and advance women scientists across diverse “industries”?

Issue 5

Outreach and collaboration within and between societies and other organizations to advance science by promoting women in science

- What policies can scientific societies implement to promote the recruitment, retention, and advancement of women scientists?
- What actions can scientific societies carry out themselves or in collaboration with others, to share information, strategies, programs, and assessment tools to advance women scientists at each stage of their careers?
- What mechanism(s) can societies develop and implement, beyond this December 10, 1999 meeting, to continue exchanging resources and developing cooperative actions for advancing women's careers in science?

Participants were asked to consider what the “ideal” situation for women in science would be once all career issues were resolved, set goals for attaining their ideal, identify barriers to reaching their goals, and develop action plans that could be implemented to overcome barriers and achieve defined goals. These goals, obstacles, and action plans are enumerated within this report.

After the workshop, at the ASCB Women in Cell Biology Committee meeting, there was a tremendous energy and feeling that something good will happen as a result of AXXS '99 . . . because it was well focused and mostly because it involved extremely high quality people.

Elizabeth Marincola
Executive Director
The American Society for Cell Biology

Agenda for AXXS '99

December 9, 1999

Noon to 5:45 p.m.

Registration

6–8:30 p.m.

Evening Session and Reception

Poster Session

Society Poster Presentations

Introduction

Dr. Vivian W. Pinn

Director, Office of Research on Women's Health

Associate Director for Research on Women's Health

National Institutes of Health

Opening Remarks

Dr. Randy W. Schekman

President

The American Society for Cell Biology

Award Presentation⁴

Dr. Vivian W. Pinn

Welcome Address

Dr. Ruth L. Kirschstein

Deputy Director

National Institutes of Health

Introduction of Keynote

Dr. Vivian W. Pinn

Keynote Address

"Without Struggle There is No Progress"

Dr. Carola Eisenberg

Dean of Student Affairs (Retired)

Harvard Medical School

Kickoff Networking Reception

⁴ The honor award was presented to Dr. Ruth L. Kirschstein by the Office of Research on Women's Health, NIH, for her "distinguished contributions to women's health research and career development" as a "Mentor – Clinician – Scientist – Leader."

December 10, 1999

7:30–8 a.m. **Registration**

Morning Session: “Success in Science is Not Sex Linked”

8–8:15 a.m. **Plenary Session**

Introduction

Dr. Vivian W. Pinn

Director, ORWH

Charge to Working Groups

Mr. Michael Milano

President, Murphy & Milano, Inc.

8:15–11:30 a.m. **Working Group Sessions on Issues 1–5**

11:30 a.m.–12:30 p.m. **Networking Lunch**

First Afternoon Session: “Building Stairways to Success”

12:30–2:25 p.m. **Continuing Working Group Sessions**

Second Afternoon Session: “Societies — Key to the Future”

2:25–5:30 p.m. **Plenary Session**

Introduction of Panel

Dr. W. Sue Shafer

Assistant Vice Chancellor

Research Administration

University of California, San Francisco

Working Group Presentations and Feedback

Plenary Panel

5:30–5:45 p.m.

Closing Remarks

Summation and Presentation

Dr. W. Sue Shafer

and

Dr. Anne Sassaman

Director, Division of Extramural Research and Training

National Institute of Environmental Health Sciences

National Institutes of Health

Plenary Panel Providing Feedback on Working Group Initiatives

- Chair *Ruth L. Kirschstein, M.D.*
Deputy Director
National Institutes of Health
- Cochair *Donna Dean, Ph.D.*
Senior Advisor to Deputy Director
National Institutes of Health
- Panel *Alfred Johnson, Ph.D.*
President Elect
NIH Black Scientists Association
Cochair, Communication and Membership Committee
- Carlyle B. Storm, Ph.D.*
Director
Gordon Research Conferences
- Zena Werb, Ph.D.*
Chair, Women in Cell Biology
The American Society for Cell Biology
Vice-Chair, Department of Anatomy
University of California, San Francisco
- Madeleine Jacobs*
Editor-in-Chief
Chemical and Engineering News
- Catherine Jay Didion*
Executive Director
Association for Women in Science
- Rona Hirschberg, Ph.D.*
Chief, Infectious Diseases and
Microbiology Integrated Review Group
Center for Scientific Review
National Institutes of Health

*I appreciate that we really got something concrete and practical done.
Now it's time to think of one thing that we each can do personally
to push forward with these initiatives.*

W. Sue Shafer, Ph.D.
Assistant Vice Chancellor
Research Administration
University of California, San Francisco

*The focus and process took advantage of participants' energy, and the
recommendations go beyond the scope of any one office. I challenge
you to take something back with you from this meeting and do
something with it. Let this be a landmark event! Let AXXS '99
be the day we galvanized into action!*

Anne Sassaman, Ph.D.
Director, Division of Extramural
Research and Training
National Institute of Environmental
Health Sciences